Communities of Practice

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Corporate Community of Practice

Community of Practice

There was a lion who lived in the forest until there was no forest and then it lived on the plains. A drought came and killed all the grass and then the lion lived in the desert. Eventually the lion died for there was no food for a lion in the desert. All the time the trees turned to grass and the grass turned to dust, the lion remained a lion. Now it is a dead lion.

Community of Practice - Who

- Every USACE employee is a member of at least one CoP.
- You are part of a community
- All 25 USACE CoP activated by 31 Mar 05
- RE is one of the best CoP in Corps***

Community of Practice -What

Community of Practice (CoP)--is a group of people who regularly interact to collectively learn, solve problems, build skills and competencies, and develop best practices around a shared concern, goal, mission, set of problems, or work practice. CoP cut across formal organizational structures and increase individual and organizational agility and responsiveness by enabling faster learning, problem solving, and competence building; greater reach to expertise across the force; and quicker development and diffusion of best practices. CoP structures range from informal to formal and may also be referred to as structured professional forums, knowledge networks, or collaborative environments.

Community of Practice -What

Communities of Practice enable each member to utilize the entire expertise of the Corps to solve problems.

Community of Practice What

CoP are functional entities

CoP support Business Lines

Cross geography and boundaries

Measure of success will be level of individual support

Community of Practice - What

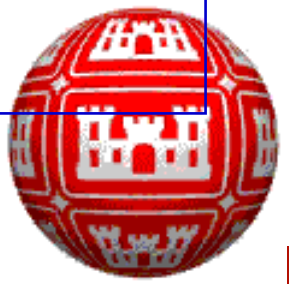
CoP Functions

- Execute Cop functional responsibilities
- Promote a capable workforce
- Build and Maintain Relationships and Coalitions at All Levels
- Promote Organizational Communication
- Enhance Organizational Learning

Community of Practice - What

CoP Specific Tasks

- Develop and maintain policy and doctrine
- Plan and budget
- Provide advice to the Chief
- Manage functional programs
- Catalyst Cell to facilitate CoP issues
- Information repository plan
- Community-wide communications
- Member Support Forum
- Community Charter



Community of Practice - Why

- **Major piece of USACE 2012**
- **Intended to develop and maintain technical expertise**
- **Industry Best Practice**

Community of Practice Why

Because we have to!

$422 Billion!

That is the deficit

We are discretionary

And there are dead lions in the desert

Community of Practice - How

Organization

- Different for every CoP
  - Logistics has different challenges than RE
- Concept accounts for this

Community of Practice – How

Keys

Structure

Too Much Kills CoP

You cannot make a horse drink

Energy

Initially from top

Ideally from bottom

Community of Practice Metrics

- How do you measure knowledge sharing?
- Value Engineering Conundrum
- True measure of success will be level of individual participation

Community of Practice Metrics

Three Questions

- What is CoP?
- What is your CoP
- What value has CoP provided to you?

Community of Practice Success

- Design Time – “gotcha syndrome” solution
- Legacy Sharing – Cross Generations
- Connected Water Coolers – One Corps

Community of Practice

Questions?